



ANTI-VIOLENCE PARTNERSHIP of Philadelphia

Together we can end the cycle of violence.

Dear Prospective Board Member,

Let me start by thanking you for your interest in Anti-Violence Partnership of Philadelphia. We are excited about getting to know you better and talking with you about the Board's projects and needs.

AVP was founded nearly 40 years ago as a support group for families who had lost a loved one to murder. AVP's original program, Families of Murder Victims (FMV), quickly became a valuable support for co-victims of homicide by offering court accompaniment, advocacy, and support. Today, The Anti-Violence Partnership of Philadelphia is a unique organization helping children and youth resolve conflict nonviolently, while assisting victims and their families to rebuild their lives in the aftermath of violence. Our mission is to end the cycle of violence in Philadelphia through comprehensive and collaborative programs in local communities.

The AVP Board of Directors focuses on governance issues including strategic planning, financial oversight, and organizational assessment. The attached materials will tell you much more about the organization and the Board. Please do not hesitate to contact me or any other member of the Board with questions and comments.

Sincerely,

Tracey Thomasey
Executive Director



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ORGANIZATIONAL HISTORY

The Anti-Violence Partnership of Philadelphia (AVP) is the only organization in Philadelphia whose mission is to reduce the entire cycle of violence by providing a wide range of services from support and counseling for victims to early violence prevention training for children, their parents, teachers and service providers.

The Anti-Violence Partnership of Philadelphia began in 1980 when family members of homicide victims established the third U.S. chapter of Parents of Murdered Children (POMC), a support and advocacy organization for the families and friends of those who have died by violence. By 1983, the Philadelphia chapter had been incorporated as a 501c(3) organization, Families of Murder Victim (FMV). The new name was created to reflect a more expanded victim population. This victim-assistance program was committed to providing co-victims of homicide a wide array of services designed to help them cope with their loss, ranging from court accompaniment and advocacy to informal counseling and crisis intervention.

In 1990, the board of directors of FMV decided to expand the agency's efforts and offer services along the entire continuum of violence. As such, FMV changed its name to the Anti-Violence Partnership of Philadelphia after developing the Student Anti-Violence Education (SAVE) program in response to the escalating incidence of violence affecting young people in the Philadelphia area. The SAVE program was initially implemented in the 1991-1992 school year in three inner-city schools. The program utilized two age-appropriate 16-week curricula developed by AVP, focusing on topics related to conflict resolution, anger management, and other anti-violence strategies and skills. SAVE also provided violence prevention activities to children and youth in urban communities throughout the city, at sites such as camps, GED and job training programs, community centers and programs for adjudicated youth. The program operated for over 20 years and provided services to over 15,000 students in urban elementary, middle and high schools.

In 1996, AVP established the Counseling Center, which provides free therapeutic counseling to children, families and individuals who have witnessed or experienced violence in their lives. AVP continued expanding its reach, in 2005, by establishing West/Southwest Victim Services, a

program supporting and advocating for victims of violent crime in a community-based setting. In October 2007, AVP began collaborating with the Medical Examiner's Office where AVP's crisis intervention specialists work to meet the immediate practical and emotional needs of victims' loved ones in the days following a homicide, including providing support at the time of identification of their loved one's remains and assistance in receiving compensation for funeral and other related costs.

The Violence Intervention/Prevention (VIP) program, adopted from SAVE curriculum, the program was designed to teach students more effective ways of coping with stress and impulsivity. VIP was implemented in the 2012-13 school year as a pilot program at Potter-Thomas School. In the fall of 2016, it was replaced by the Youth Violence Outreach (YVO) initiative. By identifying young people who have experienced violence-related trauma and providing them with effective counseling and therapy to help them process the experience, YVO works to interrupt the cycle of violence. The school-based work is a combination of services that provide trauma-informed care directly to youth, emphasizing outreach to adolescent males of color who have the highest rates of victimization and violent behavior and who are often difficult to reach in non-school settings.

AVP programs and staff have been recognized by many local, regional, and national awards. In 1989, the organization, then still FMV, received an award for Excellence in Victim Services from the National Organization for Victim Assistance. The SAVE program received recognition from the US Department of Justice in 1993, and an award from the Philadelphia County Medical Society for Outstanding Health Services followed in 1994. Most recently, in 2004, AVP was a recipient of the GlaxoSmithKline Community Partnerships IMPACT award, given to non-profit organizations for excellence in improving the healthcare of the underserved in their communities.



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BOARD MEMBER ROLE DESCRIPTIONS & DUTIES

The Board of Directors of Anti-Violence Partnership of Philadelphia (AVP) is a governing board with legal and fiduciary responsibility to the organization. Pennsylvania law requires board members to discharge duties: "... in good faith, in a manner in which he or she reasonably believes to be in the best interest of the corporation, and with such care, including reasonable inquiry, skill, and diligence as a person of ordinary prudence would use under similar circumstances." All AVP board members are required to fulfill this legal and fiduciary obligation. The roles and responsibilities outlined below are intended to guide each current and prospective board member, and to provide an understanding of what is expected from the board above and beyond the legal requirements.

I. Recognition of the Mission

Members of the Board of Directors are expected to understand and support AVP's mission, serve as ambassadors for AVP, and lend advice and expertise to AVP's Executive Director. Board members, therefore, should be familiar with the following:

- AVP's mission, history, programming, and strategic plan.
- The basic staffing and structure of AVP.

II. General Oversight And Strategic Direction

Although the Board of Directors is not expected to make day-to-day operating decisions, it must perform certain critical oversight functions, in addition to those listed above:

- Hire, support, and annually evaluate the Executive Director
- Recruit and acclimate new members of the Board of Directors
- Create and implement board procedures
- Review the performance of the Board of Directors annually
- Formulate long-term policy and make strategic decisions
- Ensure compliance with and periodically update the organization's bylaws

- Provide strategic direction, which includes regular reviews of the organization's mission, vision and values; active maintenance and delivery on strategic plans, and guidance in the areas of marketing, facilities, development, and governance
- Provide oversight regarding legal contract and concerns
- Advocate for and promote AVP

III. Fiscal Oversight

The Board of Directors must provide broad fiscal oversight, including the adoption of an annual budget, quarterly review of revenue and expenses, and review of tax forms and audits. Board members are expected to serve in a fiduciary capacity, utilizing their judgment and discretion for the benefit of AVP.

IV. Fundraising And Development

As a non-profit organization, fundraising and development are vital to the success of AVP. One of the most important functions of the board is to assist and oversee AVP's fundraising efforts. Consistent with this, all board members are expected to do the following:

- Identify and evaluate donor prospects, cultivate and solicit gifts, actively support development programs, and offer personal acknowledgments to donors and volunteers.
- Provide leadership, contribute ideas and actively advocate for the fundraising and development efforts of the organization.
- Make a personally significant financial gift to AVP annually.

V. Length Of Terms

By agreeing to serve Anti-Violence Partnership of Philadelphia, a member of the Board of Directors agrees to participate in one (1) three-year term. A board member may serve two (2) consecutive three-year terms for a total of six (6) years.



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APPLICATION FOR NOMINATION TO THE BOARD OF DIRECTORS

This information is for the confidential use of the AVP Board of Directors

Date: _____

Name: _____

Address : _____

City: _____ State: _____ Zip: _____

Daytime phone: _____

Evening phone: _____

Best time to call: _____

Fax: _____

Email: _____

What is your date of birth? _____

Which category best describes your ethnicity?

White/Caucasian

Asian

Hispanic/Latino

Other: _____

Black/African American

Why are you interested in serving on the AVP Board?

Why do you feel AVP is important to the community?

In what way(s) do you feel you can contribute to AVP's Board? Please describe relevant expertise and experiences.

Have you served or are you now serving on other Boards?

Board/Responsibility:

Years:

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<hr/>	<hr/>
<hr/>	<hr/>

Please describe other volunteer commitments:

Please check the following talents and skills that you have:

- | | |
|--|---|
| <input type="checkbox"/> Accounting/financial oversight | <input type="checkbox"/> Recruitment/membership development |
| <input type="checkbox"/> Communications/public relations | <input type="checkbox"/> Organizing special events |
| <input type="checkbox"/> Fundraising | <input type="checkbox"/> Social services/social work |
| <input type="checkbox"/> Marketing | <input type="checkbox"/> Other (please describe) |
| <input type="checkbox"/> Writing/editing | |
| <input type="checkbox"/> Information/technology | <hr/> |
| <input type="checkbox"/> Legal | <hr/> |
| <input type="checkbox"/> Lobbying/advocacy | <hr/> |

Are you willing to make a personal, annual contribution to AVP?

- Yes
- No

Are you willing to provide a list of contacts for AVP to solicit donations from?

- Yes
- No

Do you have contacts in the financial or business community that could be beneficial to AVP?

- Yes
- No
- If yes, briefly describe your contacts:
